



GIFT OF
Paul A. Sinsheimer



SOCIAL
SCIENCES

C O P Y (Original filed with
Railroad Commission of California
State Building, Civic Center
San Francisco, California)
Application No. 2985

REPORT OF THE BOARD OF ARBITRATION

"
IN THE WAGE CONTROVERSY

between

SAN FRANCISCO-OAKLAND TERMINAL RAILWAYS

and

* * * * *
CARMEN'S UNION - DIVISION #192
AMALGAMATED ASSOCIATION OF STREET & ELECTRIC
RAILWAY EMPLOYEES OF AMERICA

BOARD OF ARBITRATION

Paul A. Sinsheimer-Chairman
George C. Kaufman
John S. Drum

- - -

APPEARANCES

FOR THE UNION: L. F. Laytham, L. Lebowsky, H. Mohr and J. W. Rutland (Committee of Carmen's Union); W. B. Fitzgerald, Vice-President of the Amalgamated Association of Street and Electric Railway Employees of America.

FOR THE COMPANY: W. R. Alberger, Vice-President San Francisco-Oakland Terminal Railways, and Dudley Gates.

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Museum.

НОВОСТИ БО ГЛАСЫ ЗЕРНО ТЮЗЕРН

THE TIMES 111

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SOCIAL
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SAN FRANCISCO-OAKLAND TERMINAL MAILWAYS

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RAILWAY EMPLOYEES OF AMERICA
AMALGAMATED ASSOCIATION OF SCAFFOLD & BRIDGING
CARRIERS UNION - DIVISION 418

GIFT OF

Paul A. Sinsheimer
NOTARY PUBLIC TO CHAO

John S. Dunn
George C. Hartman
Hans J. Gieseler-Gutmann

EDWARD BROWN

FOR THE COMPANY: W. H. Tipton, Vice-President and General Manager.

REPORT OF THE BOARD OF ARBITRATION
IN THE WAGE CONTROVERSY BETWEEN
SAN FRANCISCO-OAKLAND TERMINAL RAILWAYS
and
CARMEN'S UNION - Division #192
AMALGAMATED ASSOCIATION OF STREET & ELECTRIC
RAILWAY EMPLOYEES OF AMERICA

These proceedings grew out of a wage controversy between the San Francisco-Oakland Terminal Railways and its Employees in the Carmen's Union, Division No. 192.

The San Francisco-Oakland Terminal Railways operates a system of street railways, fast interurban electric railways and ferry boats. Its street railways serve a number of municipalities fronting on the shore of San Francisco Bay, in Alameda and Contra Costa Counties, including the cities of Oakland, Alameda, Berkeley, Richmond, Taywards and Piedmont, and embracing a territory of approximately 300,000 population. Its ferry boats and electric trains operate between the City of San Francisco and the cities of Oakland, Berkeley and Piedmont. The entire system embraces within its scope the largest cities on San Francisco Bay, with a population of approximately 800,000 people.

The Carmen's Union, Division No. 192, consists of approximately 1,100 men employed as motormen, conductors and brakemen on the system of the Company.

This railway property consists of two sections: the Oakland Traction Company, commonly known as the "Traction Division," embracing the street railway service; and the San Francisco, Oakland and San Jose Railway, commonly known as the "Key Division," embracing the fast electric train service to the piers and the ferry boats which connect with San Francisco.

The company and its men have enjoyed a prolonged period of harmonious relationship, which has never been marred by either strike, lockout nor bitter disputation. This relationship has been marked by a series of agreements which have prescribed and defined in detail the working conditions and the wages of the men. The employees are banded together in complete unionism. This Union is duly recognized by the Company and the agreements are all made in its name, on behalf of its membership.

The conditions of employment between 1908 and 1917 were embodied in an agreement entered into on February 29th, 1908. This agreement is appended hereto and marked "Supplement No. 1."

On June 17th, 1917, the Carmen's Union called the agreement into question and asked for a modification of its terms. These modifications were adjusted satisfactorily with the Company, with the exception of the new wage proposals made by the men. It was thereupon agreed between the Company and the Union that the question of wages should go to Arbitration.

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RECOMMENDATION TO RELEASE JAMES EARL RAY
TO THE ATTORNEY GENERAL OF THE UNITED STATES
STANLEY JACKSON, DIRECTOR, FEDERAL BUREAU OF INVESTIGATION

RE: MINISTER - BIRMINGHAM
STATEMENT OF THE GOVERNMENT OF CANADA
RELATING TO EXTRADITION REQUEST

WE HEREBY RECOMMEND THAT JAMES EARL RAY BE RELEASED FROM FEDERAL PRISON
AT LEAVENWORTH AND THAT HE BE RETURNED TO THE GOVERNMENT OF CANADA AS SOON AS
POSSIBLE. THIS IS BASED ON THE FOLLOWING INFORMATION:

WE HEREBY RECOMMEND THAT JAMES EARL RAY BE RELEASED FROM FEDERAL PRISON AT
LEAVENWORTH AND RETURNED TO THE GOVERNMENT OF CANADA AS SOON AS POSSIBLE.
REASONS: RAY IS AN ELDERLY MAN, APPROXIMATELY 70 YEARS OF AGE. HE HAS BEEN
IN FEDERAL PRISON SINCE 1966. HE IS IN POOR PHYSICAL CONDITION, HAVING
SUFFERED A HEART ATTACK IN 1970 AND A STROKE IN 1972. HE IS UNABLE TO CARE FOR
HIMSELF AND IS DEPENDENT UPON MEDICAL CARE. HE HAS NO FRIENDS OR RELATIVES
IN THE UNITED STATES AND NO MONEY TO MAINTAIN HIMSELF. HE IS ALREADY OVER
AGE 70 AND SHOULD NOT BE HELD IN FEDERAL PRISON FOR AN ADDITIONAL 10 YEARS.

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Accordingly, on August 25th, 1917, an agreement of arbitration was entered into between the Company and the Union. This agreement appears as "Supplement No. 2" to this report, to which reference is here made. This agreement provided for three arbitrators:

Mr. George C. Kaufman nominated by the Union;
Mr. John J. Drum nominated by the Company;
and Mr. Paul A. Sinsheimer, Chairman, Selected by the Union and the Company.

The function of the Board was to investigate and determine a fair and reasonable wage scale for the platform men of the Company. The agreement of arbitration required that in reaching its conclusions the Board should consider the four following elements:

- (1) The value of the services rendered by the men.
- (2) The wages paid on traction and interurban lines in other communities.
- (3) The cost of living in Oakland and the other East Bay cities, as compared with other communities.
- (4) The financial ability of the Company, in view of its present income and growing operating costs, to pay an increased wage.

The Board reached and announced its conclusions in a memorandum on November 2nd, 1917. This complete and final report is presented in compliance with the full requirements of the arbitration agreement, so that it may be made available as a detailed record for the purposes of the Railroad Commission of California.

The issues presented may be briefly summarized. The wage schedule prevailing between 1908 and 1917 and which has been called into question by the men provides for the following compensation:

OAKLAND TRACTION COMPANY

Conductors and Motormen:

1 year and less in service	30¢ per hour
Between 1 and 2 years in service	31¢ "
Between 2 and 3 " " "	32¢ "
Between 3 and 4 " " "	33¢ "
Between 4 and 5 " " "	34¢ "
Between 5 and 6 " " "	35¢ "
Between 6 and 7 " " "	36¢ "
Between 7 and 8 " " "	37¢ "
Between 8 and 9 " " "	38¢ "
Between 9 and 10 " " "	39¢ "
Over 10 years in service	40¢ "

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TRANSITIONNEMENT UNILATERAL

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122	100	E	0	123	N	90
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124	100	S	0	125	E	90
125	100	E	90	126	N	0
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176	100	E	0	177	N	90
177	100	N	90	178	S	0
178	100	S	0	179	E	90
179	100	E	90	180	N	0
180	100	N	0	181	S	90
181	100	S	90	182	E	0
182	100	E	0	183	N	90
183	100	N	90	184	S	0
184	100	S	0	185	E	90
185	100	E	90	186	N	0
186	100	N	0	187	S	90
187	100	S	90	188	E	0
188	100	E	0	189	N	90
189	100	N	90	190	S	0
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279	100	N	90	280	S	0
280	100	S	0	281	E	90
281	100	E	90	282	N	0
282	100	N	0	283	S	90
283	100	S	90	284	E	0
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285	100	N	90	286	S	0
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302	100	E	0	303	N	90
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306	100	N	0	307	S	90
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314	100	E	0	315	N	90
315	100	N	90	316	S	0
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320	100	E	0	321	N	90
321	100	N	90	322	S	0

SAN FRANCISCO, OAKLAND & SAN JOSE RAILWAY
(Key Division)

Conductors and Motormen:

1 year and less in service	38¢ per hour
Between 1 and 2 years in service	40¢ "
Between 2 and 3 years and over in service	42¢ "

Collectors:

Same as Oakland Traction Company conductors and motormen.

The brakemen on the Key Route division have been receiving compensation equal to that of the conductors and motormen of the Traction Company.

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The Union originally, in June, 1917, submitted to the Company a proposal of increased wages as follows:

- (a) For Traction Division motormen and conductors and Key Division Brakemen:

For first 6 months of service	40¢ per hour
For second 6 months of service	41¢ "
For second year of service	43¢ "
For third year of service and thereafter	45¢ "

- (b) For Key Division motormen and conductors:

For first 6 months of service	50¢ per hour
For second 6 months of service	51¢ "
For second year of service	53¢ "
For third year of service and thereafter	55¢ "

Subsequently, as a compromise, the Union submitted an amended schedule as follows:

- (a) For Traction Division motormen and conductors and Key Division brakemen:

At the rate of 35¢ to 41¢ an hour.

- (b) For Key or Ferry Division motormen and conductors:

At the rate of 45¢ to 51¢ an hour.

THESE ARE THE REASONS WHICH HAVE BEEN
GIVEN BY THE DEFENDANT

FOR THE DEFENSE OF THE ACCUSED

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I have been asked to make a
determination if the 2 hours in service
between 8 and 9 hours constitute an excessive

idle time.

During an ordinary situation probably sufficient time would be given,

The problem no 100 has a similar case may need less time
and the determination of the length of time to be made depends on the
circumstances of the case.

A question of whether or not, as I consider it, the time available
should be increased based on the following

(a) for inspection divisional manager and subordinate one
Year Divisional Manager:

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The existing wage schedules and the proposed readjustments all contemplate a ten hour working day. This basis has been accepted by the men and is not before this Board for discussion or decision. The only issue is the wage to be paid the men. The conditions of employment have been established under a new agreement between the Company and the Union.

The Union urges that the existing wage schedules are neither fair nor reasonable in that they are unduly low; that an impaired earning power on the part of the Company should not deprive the men of proper wages; and that the increased cost of living makes an augmented schedule of wages imperative.

The Company contends that the existing wage schedules are fair and reasonable and, therefore, should not be increased; that, because of financial embarrassment, the Company could not reasonably be expected to pay additional wages without additional income.

The Board of Arbitration held a series of public hearings and, under the power with which it was vested, conducted extensive investigations into the issues of the controversy. These investigations included an inquiry into the working conditions of the men, living costs, wage schedules paid by other Street Railway Companies, wage scales in other industries, the financial affairs of the Company and the economic and sociological relationships that properly should obtain in industry.

In addition to the testimony presented by the Union and the Company, the Board summoned witnesses on its own account to testify as to living conditions, food costs, dietetics, household budgets, cost factors, insurance reserves, the history and tendency of wage adjustments in the Street Railway industry and the relationship between wages and profits of public utilities.

The issues involved are somewhat unusual. To have not, in this case, the ordinary situation of a Company with extraordinary profits, which may be generously apportioned as between the employees and the stockholders, leaving bounteous provision for both. This Company has ceased to pay dividends to its stockholders, is in default in its interest to its bondholders and claims that, under its present basis of earnings, it is unable to pay a reasonable return upon its investment. The Company contends further that as it is a public utility, under regulation under the laws of the state of California, it may not, of its own accord, increase its earnings and profits by advancing its fares and charges and thus recoup what it may be obliged to pay out in the form of an augmented wage scale. The Company insists also that its fare of five cents on the street railway and its monthly commutation rate of 3.00 per month, or 5' a trip, for the ferry and interurban journey between San Francisco and the cities of Alameda County, have become standardized and fixed in the public mind by long years of existence and do not possess the flexibility that admits of ready adjustment.

На стартовом мероприятии в честь 100-летия со дня рождения Гагарина в Краснодаре состоялся концерт, посвященный 50-летию космической эры. В нем приняли участие известные певцы и артисты из Краснодара и других городов Юга России.

На концерте выступил известный певец Юрий Борисов, который исполнил песни «Слава тебе, Родина моя», «Слава Гагарину», «Слава космонавтам» и другие. Актеры театра и кино также представили свои творческие номера.

В концерте приняли участие представители администрации Краснодара, ветераны космонавтики, ученики школы № 1 им. Гагарина, студенты КубГУ и КубГАУ, а также гости из Москвы, Санкт-Петербурга и других городов.

Концерт начался с исполнения гимна Российской Федерации. Затем на сцену вышли певцы Юрий Борисов и Елена Соловьева, которые исполнили песни «Слава тебе, Родина моя», «Слава Гагарину», «Слава космонавтам» и другие. Актеры театра и кино также представили свои творческие номера.

На концерте были представлены различные виды искусства: музыкальные номера, танцы, театральные постановки. Особое внимание было уделено песням о космонавтах и их подвигах. Песни «Слава тебе, Родина моя», «Слава Гагарину», «Слава космонавтам» звучали на протяжении всего концерта.

Концерт завершился фейерверком, который был запущен над городом Краснодаром. В конце мероприятия все гости получили памятные подарки и фотографии с участниками концерта. Концерт прошел в теплой и дружеской атмосфере, создавая праздничное настроение. Участники концерта высоко оценили организацию мероприятия и его содержание.

While admitting that the financial condition of the Company must be taken into account to some extent, the Union insists that each of its members is entitled to a sufficient wage to permit him and his family to live and to enjoy a proper standard of life, in accordance with American ideals of free and independent manhood and womanhood, irrespective of the degree of profit enjoyed by the stockholders of the Company. The Union urges further that the Company seeks men of family for its service and contends, therefore, that the wage should be sufficient to provide for an average family in reasonable comfort, with a balance to be set aside for provision for sickness and old age.

The position of the Company has been set forth with complete detail in two statements, which are appended hereto as "Supplement No. 3." In these statements the Company sets up the theory of a social minimum and an economic maximum of wages; the social minimum representing a sufficient amount to enable the wage earner to live at the "accustomed standard of the particular grade of labor under consideration" and the economic maximum including the value of the service rendered, with reference to the profits of the Company.

It will be sufficient, for the purposes of this report, to summarize briefly the evidence upon which the Board bases its findings.

The men have uniformly testified to their belief in the inadequacy of the wage and of its failure to permit them the freedom and standard of life to which they believe themselves entitled. The experts on food and clothing have borne witness to their rising costs. Expert statisticians have demonstrated an increase in food costs during the past ten years, to June, 1917, of approximately 66-2/3 per cent, and an increase of 20 to 30 per cent in a variety of articles of clothing. Rent, light, water and similar items have remained unchanged.

Professor M. W. Jaffa of the University of California has submitted detailed data to show that the cost per month of the minimum diet, in Oakland or Berkeley, for a working man, his wife and three children, had increased from \$27.09 in 1907 to \$45.32 in 1917. His findings on family budgets and food costs are embraced in two exhibits which are attached to this report as "Supplements Nos. 4 and 5."

The Board has found these analyses of Professor Jaffa an invaluable guide in its computations of living costs. The same is true of the data on household budgets presented by Miss Jessie Peixotto, Professor of Social Economics at the University of California. Miss Peixotto reaches the conclusion that an annual sum of \$1,403.40 is required for the maintenance of a workingman, his wife and three children, with reasonable comfort and with limited provision for invalidity and old age. She reaches a further conclusion that a minimum allowance to enable such a family to maintain its independence should be \$1,255.40 a year. She append hereto the reports of Miss Peixotto, as "Supplements Nos. 6 and 7."

Professor Macaulay of the State University presented charts and statistics to illustrate the rising cost of commodities. He amplified

listes aussi que les deux derniers qui ont été déposés au siège de la Chambre des députés à Ottawa, le 1er juillet 1911, et qui sont en cours d'examen par la Commission canadienne des relations avec les Premières nations.

—*anomie* of „frozen“ life by members who take advantage of life at the expense of others' work and draw their annuities and benefits while

and the following year he was appointed minister plenipotentiary to the court of France.

Beitrag zu einer sozialen Theorie des Rechts und der Politik. In: *Sozialtheorie*, hrsg. von J. Schröder, 1971, S. 11-12.

dependent on other countries to supply our basic foodstuffs and fuel will not help us to avoid an economic collapse similar to that which

To summarize, according to the information furnished by the Bureau of Internal Revenue, the following amounts were paid by the Government to the various foundations during the year 1935:

... este o situație care nu poate fi ignorată de către autorități și de către români care își doresc să devină cetățeni ai unei națiuni libere și democratice.

Some additional recommendations provided above will be followed, specifically:
Final Type A7, which remains in force until such time as

his testimony with the statement that the sharpest advance had been reflected in commodities in most general use and that such advances had been so successive and so general as to disprove the theory of saving by substitution.

The Board received very complete testimony as to the financial condition of the Company. We append as "Supplements Nos. 8, 9, 10 and 11" reports prepared by Mr. B. V. Fernández, Auditor of the San Francisco-Oakland Terminal Railways, containing full information and statistical analyses of the fiscal operations of the Company.

Delos P. Wilcox, well known public utility expert of New York City, was called by the Board to submit the fruit of his investigations throughout the United States, on wage controversies in similar enterprises, and the relationship and interdependence of wages, profits and service in public utility corporations.

Mr. Wilcox held that the right of the people to a continuity of service placed a peculiar responsibility upon both employees and stockholder. He amplified his presentation with detailed and extremely valuable comment and statistical information.

With the evidence before it, the Board is under the necessity of adopting some logical method of proceeding to its conclusion. It is wholly insufficient to misapply the high purpose of Arbitration to the expedient of striking a balance between the wage demanded and the wage offered. It is for this Board to determine on a basis which shall enable it to adjudicate the issue upon the abundance of facts before it. First and foremost, the Board must adopt a set of principles upon which to proceed.

We are offered six alternatives:

- (1) To adopt the theory of the social minimum.
- (2) To adjust the existing wage by adding thereto the measure of the increase in living costs.
- (3) To determine the wage scale by a comparison with street railway compensation in other cities throughout the United States.
- (4) To determine the wage scale by the schedules paid in other industries in Oakland, Alameda and Berkeley.
- (5) To adjust the wages of the men in respect to the earnings and profits of the Company, - the theory of the economic maximum.
- (6) To compute a series of wage schedules which should be reasonable per se.

Before reviewing the degree and balance of emphasis to be placed on these various alternatives, it is fitting to view this issue in its greater rather than its narrower perspective.

But according to Paul the son of Jerome there is no difference in the nature of persons so great as to require us to believe in the resurrection of any individual.

"In case of an air raid, when you hear the siren, leave the building as quickly as possible and go to the nearest open space. Do not stop to collect your belongings or to get your coat, however. If you have been hit, do not move until the first aid men arrive. The first aid men will tell you what to do."

1990 brought to the city's citizens many new opportunities and challenges as the city continued to grow and develop. The year was marked by significant political changes, including the election of a new mayor and the introduction of a new city manager. The economy experienced both growth and challenges, with the city's diverse industries contributing to its overall success. The community also saw significant improvements in infrastructure, including the completion of several major construction projects. Overall, 1990 was a year of significant progress and opportunity for the city of [REDACTED].

To *Chlorophytum* a se alijano nec in aliis aut eadii similiter cum in aliis locis concrepantibus aliis non-*Chlorophytum* sibi aliis a sensu proprietate non possunt esse.

To distinguish self from the body, we must reflect on the body and the self as two different things. The body is a collection of sensations, the self is a collection of thoughts and feelings. The body is a collection of sensations, the self is a collection of thoughts and feelings.

involvement in the activities of

...and the Lelaw will be ground and broken in this
So complete and exacting will be the gathering and testing of the
stones before we commence our

-like band of the spectrum a very faint edge and extended at 60° (6) which became very prominent with twice this distance from

תפקידם היה מילוטם של יהודים מארץ ישראל אל תוך אירופה.

Im nächsten Jahr ist das Projekt zu einer Art "Kunstwerk mit sozialem Nutzen" geworden.

and other ad seriatim double inscriptions were to contain a sequence of (1) *enacting rules*

no benefit of or assistance to maintain their natural and primitive habitat
will at some time have to migrate to the more temperate regions
and become established there.

No great problem of the day can be isolated. It is intertwined with current history. And current history is merely the reaction of the past and the precursor of the future.

The industrial issues which now press to the fore are rooted in history. They are part of the great movement of men toward the ideal of equality and fraternity. They are economic to the statesman; they are spiritual to the churchman.

We, here in America today, in our enjoyment of the bounteous blessings of life, are prone to forget the age-long struggles that have given us our freedom and our plenty.

Man has struggled upward through the years. The story of civilization is a recital of the human battle for equality, spiritual and political. It required centuries for man to gain his religious and his political freedom and even these are still denied him in many of the countries of this enlightened world.

Today, mankind is amid the struggle for industrial equality and industrial freedom and, even now, the earth rocks with his efforts.

The wave of population has swept steadily westward, over Asia, Europe and across to the furthest shores of America. With the exhaustion of the free land, this human tide has swirled and eddied where the crosscurrents meet in sharpest conflict. There is no new Columbus to sail uncharted seas to find a new America.

In these basic elements of life lie the secret of our industrial unrest. It is a struggle for equality and freedom.

Today this condition has been sharply accentuated by the world war. This conflict has thrown the economic machinery of the world out of gear and has necessitated the quick substitution of emergency devices.

The drain of the old world upon the natural resources of the new has brought the spectacular rise in prices with which we are all so familiar. Living costs have ascended. The purchasing power of the dollar has declined in proportion.

It takes no unusual imagination to observe that rising prices and a decreasing purchasing power of the dollar mean decreased wage to the wage-earner. Under these conditions, Labor's immediate effort has been to maintain its equilibrium; that is, to retain its relative standard and to advance its earning power in a degree commensurate with the rising tide of living costs. If reliance may be placed upon the statistics of the United States Bureau of Labor and the data placed before this Board for its consideration, Labor had not, up to the date of this controversy, in this effort succeeded.

The men whose wages are here under discussion have been working under a scale fixed in 1907, which makes provision for an annual increase

.....
.....

at before the end of the year will have been established and
local and foreign and the American dairy will be King and you - especially
you! - immediately get in business and you - personally - can get along to
Europe and be successful there.

and the new members are to be elected at the annual meeting of the
Society.

-andurin-ka yuma mi, manag mi dianonit bantay bantayang mi nabi.
Una kawalina pagtawo miq maitad manab mi to lasten a ik nabi
miq tan nabiqist miq alon oq una miq enkawen berdast il, "Inhalining
miq to yuma miq bantay ilib aya sumit avee han nabiqet lasten
bantay bilang miq bantay."

Den geistigen Leidensdruck wird aufgezogen und kann als Ausdruck „Gebot“ verstanden werden, das die neuen Eltern oder „Von Mutter“ an die alte Elternschaft

Information may be derived and will often be necessary about aspects of
indirect tax planning that are beyond the scope of this chapter.

and not to overwork them, and that they will be able to do so.

but we're going back outside to get traditional lessons in the art of
cooperative management now and to see what's available here and
what's available there. We've got a lot of work to do.

and other members of the family, and the author of the paper, Dr. J. C. G. van der Linde, have been in touch with the author of this note.

... града във всички съществуващи градове и да се извърши този обичай.

up to and including 1917. The wage in 1907 averaged slightly less than 32¢ per hour, for a ten hour day. In 1917 this has reached approximately to 35½¢ per hour, for a ten hour day. At this wage the men, with one day of rest each week and with deductions for lost time, were receiving an average of \$36.24 per month. The evidence before us, it may here be recalled, indicates that the cost of the minimum diet of the so-called average family had risen from \$27.09 in 1907 to \$45.32 in 1917; and that this same family required \$1,255.00 annually for simple maintenance. If certain extras, in the way of precautions, were included, this figure became \$1,402.00.

Although the industrial issue is as old as history, one may search in vain through the realms of jurisprudence for light and guidance. Small beginnings have been made in some of the countries of Europe, in Canada, in England, in Germany, in Australia and in New Zealand. A form of intervention and conciliation has been introduced in America, but it is only a palliative.

In the absence of the law, therefore, the wage adjustment must follow the lines of equity. In the United States of America a definite basis of equity has been erected for the solution of such problems as corporation control and public utility rates. The principles underlying these problems may, with certain modifications, be translated into the sphere of industrial controversies.

In the determination, for instance, of a just and reasonable public utility rate; that is, the rate that the public utility enterprise may be permitted to charge to its patrons, certain essential elements must be taken into consideration:- The corporation must be allowed by the regulating authority a proper sum for its operating expense. It must be permitted to earn, in addition, a sufficient amount to offset the depreciation in its properties. It must be recompensed for its taxes and, finally, it must be permitted the enjoyment of a reasonable return upon its investment for the public service.

These same essentials may well be taken into account in the adjudication of a wage problem. The wage-earner must have his operating expenses; that is, the ordinary and reasonable living expenses of himself and his family. He must be granted a sum which shall correspond to the depreciation reserve of the corporation. This is his insurance and the provision for his old age. Finally, the worker must be permitted what may be termed the return to himself, which should be an adequate sum over and above the mere necessary living expenses and the amount to be set aside for emergency and his later years.

Upon this basis we find the present wage scale inadequate. We believe the wages should be adjusted to permit of the enjoyment of something more than a mere social minimum - the wage should provide not alone for the workingman, his wife and family, but should be sufficient to enable him, by the practice of a reasonable thrift and economy, to take out protective insurance and to set aside a reasonable sum to be accumulated for his later years.

most significant measure total in each set. The difference in the first two measures between the two sets of TIVI is not significant at a 1% level, while the third is significant at a 1% level. Thus, the TIVI as a whole, and not just the first two, is not significantly different from the second two, and thus not significantly different from the third two. This is consistent with the results of the previous section.

derman que una química no sólo es el estudio de la materia y sus propiedades, sino también las leyes que gobiernan su comportamiento. En resumen, es el estudio de la materia y sus propiedades.

This construction may not, unfortunately, be due to ignorance but to
a desire to reduce the cost of carriage by using old wood.

In this conception, we are at variance with the proposition as here advanced of the social minimum. We conceive the social minimum as necessarily predicated upon the competitive theory of individual labor. In its last analysis, this, in turn, is founded upon the theory that labor, in unfettered competition, will serve for the smallest sum upon which it can exist. Inevitably the cheapest labor would, under this rule, set the standard. And the cheapest labor would automatically mean the cheapest living.

We dismiss this as anti-social and impracticable in modern industry. Labor has emerged from this plane by the system of group bargaining. The very existence of the Union in the industry here under discussion defeats the theory of the social minimum. Labor in union is the antithesis of labor in unfeathered competition. When labor has banded itself together in the Union, in group form, it is not available to industry on the basis of the social minimum. That is one of the primary inspirations and achievements of Labor Unionism. We must, therefore, deal with this problem as one of Labor in Unionism available to industry on a basis of equity.

Furthermore, the very fact that this subject has been submitted to a Board of Arbitration denies the theory of a competitive minimum and establishes the proposition of social and industrial equity.

In relating this theory to a practical basis, we may first assume the average family to consist of three children. We may further assume, as the Company seeks its new employees among men from 25 to 35 years of age, that the beginner contributes less in service and carries a lesser financial responsibility in living expenses than his experienced and older co-worker.

We have also taken into account the pension system of the Company and the death benefits extended by the Union itself. We have also assumed that a certain proportion of the average family may become self-supporting at later age, through industry or matrimony. The burden upon the householder thus gradually increases to a maximum and then declines as the years of his service with the Company are increased.

We believe it proper also to give full consideration to the character and value of the service rendered by the men in the engine of this Company. Thacoconductors and motormen must be selected for character, sobriety and fidelity. They perform a public service essential to the welfare of the community. They are guardians of the people's safety in much the same sense and in much the same degree as the policeman and the fireman of the City. Their hours of service and their responsibilities necessitate a proper standard of living, with adequate time for rest and recreation and the cultivation of a happy home life.

The men in the Key service are graduates of the Traction Division. They are the more experienced men and hold positions of even greater importance. They operate the high speed trains of three and four coaches and must possess a full understanding of signalling and general railway control. They are entitled to the extra compensation that should go with their experience, long years of service and greater degree of responsibility.

to provide a safe harbor for the people of the world. The United States has a responsibility to help those who are suffering from poverty and disease. We must work together to find solutions that will benefit everyone. This is the spirit of the United Nations, and it is what makes it such a valuable organization.

However, there are also challenges that the United Nations faces. One of the most significant challenges is the issue of climate change. The world is facing a crisis of global warming, and the United Nations must take a leadership role in addressing this issue. Another challenge is the issue of peacekeeping. While the United Nations has made progress in this area, there is still much work to be done. The organization must continue to work towards a more peaceful world.

In conclusion, the United Nations is a valuable organization that plays a crucial role in addressing global challenges. It is a symbol of hope and unity, and it is essential for the well-being of our planet and its people.

Overall, I believe that the United Nations is a valuable organization that deserves support and recognition. It is a symbol of hope and unity, and it is essential for the well-being of our planet and its people. The organization must continue to work towards a more peaceful world, and it must remain committed to its principles of democracy, human rights, and sustainable development.

Finally, I would like to thank you for your attention to this important topic. I hope that my comments have been informative and insightful. I encourage you to continue to support the United Nations and its efforts to promote peace, justice, and sustainable development around the world. Thank you again for your time.

Overall, I believe that the United Nations is a valuable organization that deserves support and recognition. It is a symbol of hope and unity, and it is essential for the well-being of our planet and its people. The organization must continue to work towards a more peaceful world, and it must remain committed to its principles of democracy, human rights, and sustainable development around the world. Thank you again for your time.

Overall, I believe that the United Nations is a valuable organization that deserves support and recognition. It is a symbol of hope and unity, and it is essential for the well-being of our planet and its people. The organization must continue to work towards a more peaceful world, and it must remain committed to its principles of democracy, human rights, and sustainable development around the world. Thank you again for your time.

It is essential to recognize that the harmonious wage basis which existed for ten years has only now been disturbed by the sudden rise in living costs. We have, therefore, given full attention to the adjustment of the existing wage scale to a new basis, by adding thereto a proper proportion to cover the increase in living costs.

We have also made careful compilation and study of the compensation paid by the municipalities of Oakland, Alameda and Berkeley to their employees in the public service. We have analyzed the wages paid by industry generally in this same environment.

We have examined into the wages paid by street railway companies in other cities, but we do not find in these a basis of completely adequate comparison. The standard that must obtain in Oakland or Berkeley should be primarily the standard of that community and not necessarily that of New York, New Orleans or Seattle.

We believe it is proper to give heed, to a reasonable degree, to the revenues of the Company, but this element enters essentially as a matter of profit-sharing. It would represent a further sum to be added to the wage scale which had been found by an independent process to be a reasonable minimum.

We do not concur in the suggestion that wages and profits should be given equal consideration. Wages, of course, have the prior claim. In this regard, we may quote the words of Abraham Lincoln:

"Labour is prior to and independent of capital. Capital is only the fruit of labour, and could never have existed if labour had not first existed. Labour is the superior of capital, and deserves such the higher consideration. Capital has its rights, which are as worthy of protection as any other rights. Nor is it denied that there is, and probably always will be, a relation between labour and capital, producing mutual benefits."

There should be no misunderstanding on this point. In a public utility enterprise it is not the earnings which determine the wages. It is the wages which help to determine the earnings.

It is the province of this Board not only to adopt a general standard of wages, but to establish thereunder an exact schedule, with compensation increasing with the years of active and efficient service.

It seems proper, in a matter of this kind, therefore, to assume that the men, during their first six months or year of employment, are to a certain extent on probation and their wages may be adjusted accordingly.

Guides should always be accompanied and assist in the removal of debris from the site until such time as the area has been cleared and checked for safety.

and the other two were the same as the first, but the last one was different. The first two were the same as the first, but the last one was different.

which is now being used by the people who have families abroad.

as a better education & of more help to them as it would be to all the children in the village & their parents who have no money to pay for it.

et facias adiutorum hoc regno fidei adiutorium sit et tunc illa de
ni omnia petam et avez, amorem tu, regnum, adiutorium tuum, laudes, misericordiam tuam et misericordiam tuam, regnum tuum, regnum et

To the present day it is held
to have been the English Justice
of the Peace over whom the King had
absolute power, because such an office
represented the Justice of the Peace and all
English Government being in some
way derived from the King.
The King's power over the Justices
was absolute, and they were
subject to his command in all
things, and could do nothing without
the King's permission.

getr. der Röntgen- u. d. Tumor- und nekrose-Präparate der Medizinischen Hochschule zu Breslau und der Universität zu Breslau und der Universität zu Königsberg.

more favorable a judge of what the Board will be able to do in
the future. I think the new arrangements will give us more power to
influence the public to think of our educational institutions

anuary 22, 1970, held right to register at the Bureau offices in
the, International Trade Commission building located between 22nd and 23rd
Avenues between 1st and 2nd Streets New York City.

We believe that the men who become regular and established employees of the Company should enjoy a return for their labor at least commensurate with that standard of living which has been here outlined as fitting for American citizens. On the basis of the ten hour day heretofore agreed upon, between the employees and the Company, we believe that such a standard requires, as a minimum, the sum of approximately 40¢ to 42¢ per hour.

We are the more persuaded to this conclusion as we come to it inevitably by every logical pathway and process of reasoning. If we use the harmonious wage scale of 1907-1917 as a basis and add thereto a proper amount for the increased cost of living, we attain to the same result. It is the goal also to which we are led by a comparison with the wage schedules paid by the municipality of Oakland and by industries generally in Alameda County. We append hereto as "Supplements Nos. 12 and 13" an analysis of the wage schedules paid respectively by the municipality of Oakland and by the industries generally in the cities of Oakland and Berkeley.

In reaching our conclusions as to the exact form the wage adjustment should take, we may summarize the effect of the schedules under which the men have heretofore been working. These schedules have yielded the following returns per hour, on the basis of a ten hour day, for each of the following years:

January 1907	28.72	cts.	per hour	(old schedule)
Balance of year 1907	31.93	"	"	(new schedule)
1908	31.31	"	"	"
1909	32.18	"	"	"
1910	38.11	"	"	"
1911	35.24	"	"	"
1912	33.56	"	"	"
1913	33.73	"	"	"
1914	34.08	"	"	"
1915	34.60	"	"	"
1916	34.80	"	"	"
1917 - 1st 7 months	35.48	"	"	"

We are prompted by thorough consideration to place the new basis for the men experienced in the Traction service at 40¢ to 42¢ per hour. This compares favorably with the rate paid by the City of Oakland to its patrolmen and firemen. It is well above the average paid in the Street Railways generally, throughout the United States, but still is below the standard of the postmen in the employ of the United States. It will bring to the men the amount required to restore them to the standard of living to which their service, their industry and their rights as American citizens entitle them.

settlers took more than a hundred years to make their mark on the land.

to the effects of certain drugs.

For each of the following questions, choose the best answer from among the four suggested answers.

and others around me were as
if they had been born again.

We are conscious of the fact that the schedule which we here propose will add approximately \$140,000.00 annually to the expenses of this Company, but we declare, without hesitation, that the rights of the employees should take precedence over the privileges of the stockholders.

We assert this as a principle which must form the cornerstone of such a proceeding as this. At the same time, we are not insensible to the rights of the Company. We view a problem such as this - the problem of a sudden rise in living costs and the necessity which springs therefrom of increasing the wages of men engaged in a public utility service, not as an isolated business consideration for the Company alone to solve, but as a community issue. In recommending an increase of wages, it is not our purpose to throw this burden wholly upon the Company, but to urge that this entire matter be given full weight and consideration by the Railroad Commission of the State of California, which is the body constituted to determine how far this added cost should fall upon this Company and to what extent it may properly be distributed among its patrons.

In the economic disorder of this particular period, the public utility occupies a peculiar position. The innate philosophy of public utility regulation calls for the protection of the patron against oppression by monopolistic industry. The purpose is to restrain monopoly from taking the total toll which unlimited power would permit. This regulation has been confined to public service enterprises. The run of industries generally has been permitted a freedom of action upon the theory that their competitive activities would serve as a mutual and sufficient restraint. Thus it was conceived that the competition among these enterprises would automatically supply the regulation which in the case of a monopolistic public service institution was imposed through regulating commissions.

With the outbreak of the European conflict certain unregulated American industries were confronted with unexampled demands for product and output. By reason of this demand for a supply greater than their capacity to fulfill, they automatically passed into the realm of economic monopolies of essential materials. Freed from the restrictions of price regulation, their product was bid up to unparalleled heights by the competition and necessity of the European belligerents. In their efforts to meet these demands, they naturally, in turn, bid up the price of labor to attract the man-power from other industries. They paid emergency prices to stimulate their supply of raw materials. From this beginning followed the extreme rise in the whole realm of industry, extending conspicuously into the field of living necessities. The industries whose earnings were unaffected by the war demands faced a sudden and unprecedented rise in the cost of materials and the prices of labor. The former economic conception of industry had been overturned. The public utility, with rates and charges fixed upon the equities, had now to resort to the public service commissions in an appeal for protection against its rising costs.

and to make available and assist each in advancing the welfare of the people of the United States.

difficult to get rid of the disease, because the body's natural defense system is not able to fight it off.

and the following day he was able to get a boat and go to the village of Kukum, where he found the chief and his wife. The chief had been away for some time, but had now returned. He was very friendly and gave him a large amount of information about the country. He said that there were many tribes in the neighborhood, and that they were all friendly to each other. He also said that there were some difficulties in getting food, as the crops had not yet come up. He advised him to go to the village of Kukum, where he would find a good place to stay. He also said that there were some difficulties in getting food, as the crops had not yet come up. He advised him to go to the village of Kukum, where he would find a good place to stay.

the first time before the public. The author of the book, Mr. J. R. Green, has written a history of England, which is a very good one, and it is now in its second edition. It is a history of England from the time of Alfred the Great to the present day, and it is written in a clear and interesting style. The author has a good knowledge of English history, and he has written a very good book. The book is well written, and it is a good book for all who are interested in English history.

The San Francisco-Oakland Terminal Railways, here under review, has, in the face of these difficulties, maintained a continuity of its service. It has suffered a loss of revenue which these rising costs have entailed. It has honorably joined with its employees to meet the question of wages. Company and Union have united in an effort and desire to do and to receive equity. They have been willing to forego such power as each might possess to seek its own advantage and have placed the issues so vital to both in the hands of a disinterested tribunal.

This Company, we believe, in doing equity, is entitled to equity. It has continued to transport the populations of San Francisco, Oakland, Alameda, Berkeley and Piedmont with the same excellency of service that has heretofore obtained.

We submit these facts for the consideration of the tribunal which shall pass finally upon its prayer for financial relief.

We may summarize what has here been said into the following general principles:

- (1) Wages are measurable only by their relation to the costs of life.
- (2) Wages adjusted by arbitration must be reasonable and equitable per se.
- (3) Capital cannot successfully urge its right to pay less than a reasonable standard, because of financial impairment. This would mean that each purchaser could adjust prices to his financial means.
- (4) If the sum available to capital and labor be limited, capital may wait for its return and still live. Labor cannot.
- (5) It is manifestly inconsistent in industry to increase prices because wages are high and then, maintaining the prices, to withhold the wages.
- (6) During a period of suddenly advancing costs, the public utility enterprise lacks the freedom of self-adjustment to the new condition that attaches to industry generally.
- (7) In the public utility service, when rising costs and increased wages transgress on capital, either relief must be found in augmented earnings or the burden will continue to rest on capital.
- (8) In the public utility service, the inter-dependence of the wages of the employee, the capital of the stockholder and the service to the patron demands a form of adjustment which shall assure equity to the wage earner and the stockholder and continuity of service to the patron.

This is often not as simple as some older systems, but modern systems are much more effective than older ones at least in principle, and probably even in practice.

• en duit dat van de 30-31 mei verschillende voorzieningen werden geïmplementeerd om de gezondheid van de mensen te waarborgen. De belangrijkste voorziening was de aanleg van een aantal extra ziekenhuizen voor patiënten die niet kunnen thuis blijven.

Lefinhas, bantidas ad total em Latacas as estatísticas mostram que só 10% das famílias rurais, entre elas 55% das famílias que vivem com

maulig wassnach al' vnuval al' fntalasond. Kfjedeklmen al' fl (2),
al' mnoig al' pnteklmen, vndt hne fslc' nra' mnoig mnoig
kmpas al' knteklmen.

utilizing odd surface materials. Similar to British, a similar idea
is mentioned. This is probably odd since surface materials will be
the same regardless of whether they are imported or not.

Assessments have already started and evidence will be sifted and all the best benefit to our industry will be provided to our countrymen. The intent of this initiative will be to enhance infrastructure, technology, skills and knowledge.

This brings us to the determination of the new schedule of wages in this enterprise. We have suggested a basic wage average from 40¢ to 42¢ per hour for the experienced men in the Traction division. For the men in the Key division, we recommend a scale graded from 43¢ to 45¢ per hour. Every man in this division will, however, by reason of his length of service, receive the maximum of 45¢ per hour. Complete data, representing the status as to age and length of service of the men affected in these proceedings is appended hereto as "Supplement No. 14."

We, accordingly, find the following schedule of wages to be reasonable, as a minimum:

TRACTION DIVISION

Motormen and Conductors

First 6 months of service	30¢ per hour
Second 6 months of service	32¢ "
First 6 months of second year of service	34¢ "
Second 6 months of second year of service	36¢ "
Third year of service	38¢ "
Fourth year of service	40¢ "
Fifth year of service and thereafter	42¢ "

KEY DIVISION

Motormen and Conductors

First year of service	43¢ per hour
Second year of service	44¢ "
Third year of service and thereafter	45¢ "

BRAKEMEN of the Key division will take the same wage rating as motormen and conductors of the Traction division.

- - - - -

For purposes of comparison, the existing wage scale and the new schedule as here found are set forth:

TRACTION DIVISION - Conductors and Motormen:

1st 6 ms	2nd 6 ms	1st 6 ms	2nd 6 ms	3rd 6 ms	4th yr	5th yr	6th yr	7th yr	8th yr	9th yr	10th yr	thereafter
1st year	1st year	2nd year	2nd year	2nd year	yr							

*	30	30	31	31	32	33	34	35	36	37	38	39	40
**	30	32	34	36	38	40	42	42	42	42	42	42	42

(*Existing schedule **New schedule)

KEY DIVISION - Conductors and Motormen:

*	38	38	40	40	42	42	42	42	42	42	42	42	42
**	43	43	44	44	45	45	45	45	45	45	45	45	45

(*Existing schedule **New schedule)

It seems to me that we ought to consider what we can do about this
and if we can't do anything else, then we ought to do something else.
I think it's important that we do something.

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DOLMUSIG MOTORDAF

720	Second & main to market
721	Market to main
722	Main to market
723	Market to main
724	Main to market

వ్యాపిగాలించి ఇంకా వెన్నాడో

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Third Award Of Satellite And Pioneering
Second Award Of Satellite And Pioneering
First Award Of Satellite And Pioneering

which makes it difficult to distinguish between the two groups.

men seit dem ersten einen teilhabenden und „ausländischen“ so genannten sozialen Bereich für die Stadt unter der Leitung

MANUFACTURE OF POLYMERIC AND INORGANIC MATERIALS - POLYMERIZATION

at least for some time to come, and it is not clear what the long-run implications will be.

04 05 06 07 08 09 00 01 02 03 04 05 06 07 08 09 00 01 02 03 04 05 06 07 08 09

Leptodeira septentrionalis

spontaneous = positive

34 34 32 36 36 36 36 36 36 36 36 36 36 36 36 36

La Estadística en la Escuela Secundaria

In our opinion, even though an amicable adjustment of a wage controversy has been made possible by these proceedings, they would nevertheless be a failure if we neglected to indicate their broader usefulness. We are convinced, from the investigations and experiences which have been associated with this issue, that there is a definite, effective way toward industrial adjustment. We base this belief not only on the result of our study and inquiry, but upon the high-minded, dignified and fair attitude assumed throughout by the representatives of both the Union and the Company.

In the concluding argument in this particular controversy, Mr. W. B. Fitzgerald, Vice-President of the Amalgamated Association of Street and Electric Railway Employees of America had this to say:

"This association has dedicated itself to arbitration. While its president has been criticized for advocating and sustaining a principle of arbitration, still it is here with us and I, as the next officer to that man, hope and trust that it will continue because I believe it is the proper, it is the moral and it is the American way of adjusting disputes where lives and property might be endangered and suffering is liable to take place."

Here we have an official expression of the willingness of the wage-worker to arbitrate; of his dedication to the principle of arbitration.

We may turn to equally strong expressions on the subject on the part of the employing interests. Our deficiency is the lack of the proper machinery to make arbitration natural and accessible. The mechanism of the law does not provide for it. Here is a great field of human controversy untouched by jurisprudence. In nearly every great industrial controversy there is the willingness on either side to submit to impartial adjudication all the issues involved. But to what tribunal are they to turn? None exists. It is the imperative function of government to bring these issues within the realm of our jurisprudence.

Our Supreme Court extends the invitation to our legislators. Here is the language of Chief Justice White, in his recent decision upholding the Adamson law, prescribing wage and hour conditions for the trainmen:

"But, taking all these propositions as undoubted, if the situation which we have described and with which the act of Congress dealt be taken into view, - that is, the dispute between the employers and employees as to a standard of wages, their failure to agree, the resulting absence of such standard, the entire interruption of interstate commerce which was threatened, and the infinite injury to the public interest

...mildew and pests but also good for the environment.

to determine what to accomplish and to determine how little can stand the same kind of administration in obtaining and in maintaining such franchises.

Our greatest hope therefore lies in the maintenance of the traditional
Hawaiian system of chiefdoms or districts, to give local government
the possibility of autonomy, independence and the power to govern
themselves.

and the following six months until the end of the period, April.

To this end, following the lead of the European Union, the World Bank has developed a set of principles for responsible lending.

WYOMING AND THE ROCKIES - WYOMING AND NEVADA AND THE LEAD ARE TAKEN

"which was imminent, - it would seem inevitably to result that the power to regulate necessarily obtained and was subject to be applied to the extent necessary to provide a remedy for the situation, which included the power to deal with the dispute, to provide by appropriate action for a standard of wages to fill the want of one caused by the failure to exert the private right on the subject, and to give effect by appropriate legislation to the regulations thus adopted."

These industrial issues may be met and brought within the realm of the spirit of American jurisprudence.

We have reached the time when the controversies over conditions and wages of employment are no longer confined within the domain of private contract. They involve the rights of the public. This is essentially true when they affect public service enterprises.

We believe the time has come, in America, for the erection of a system of industrial courts. The beginning may be along tentative and broad lines. We do not here suggest compulsion. We believe that when such courts have once been created, the resort to their good offices will be natural and increasingly certain. Experience will furnish the light for their development.

Dated: July 3rd, 1918.

(Signed) PAUL A. SINSHEIMER
Chairman

(Signed) G. C. KAUFMAN

2. Name of "discrepancy" between file - "Injunction was held" and date beginning of "discrepancy" - January 27, 1948. Date of "discrepancy" is 27 January 1948. This date is the date of record for the "discrepancy".
3. Name of "discrepancy" - "Injunction was held" and date beginning of "discrepancy" - January 27, 1948. Date of "discrepancy" is 27 January 1948. This date is the date of record for the "discrepancy".
4. Name of "discrepancy" - "Injunction was held" and date beginning of "discrepancy" - January 27, 1948. Date of "discrepancy" is 27 January 1948. This date is the date of record for the "discrepancy".

5. Name of "discrepancy" - "Injunction was held" and date beginning of "discrepancy" - January 27, 1948. Date of "discrepancy" is 27 January 1948. This date is the date of record for the "discrepancy".

6. Name of "discrepancy" - "Injunction was held" and date beginning of "discrepancy" - January 27, 1948. Date of "discrepancy" is 27 January 1948. This date is the date of record for the "discrepancy".

7. Name of "discrepancy" - "Injunction was held" and date beginning of "discrepancy" - January 27, 1948. Date of "discrepancy" is 27 January 1948. This date is the date of record for the "discrepancy".

REMARKS TO JUDGE (bunyan)
none

REMARKS TO ATTY (bunyan)

REMARKS TO JUDGE (bunyan)

(af)

TITLES OF SUPPLEMENTS TO REPORT OF BOARD OF ARBITRATION:

- Supplement No. 1 - Wage Agreement 1908-1917.
Supplement No. 2 - Agreement of Arbitration.
Supplement No. 3 - Statement of Principles advanced by San Francisco-Oakland Terminal Railways.
Supplement No. 4 - Discussion of Living Expenses by Professor M. E. Jaffa of the University of California.
Supplement No. 5 - Discussion of Food Costs by Professor M. E. Jaffa of the University of California.
Supplement No. 6 - Estimate of Minimum Living Costs for an Average Family of Five (With Provision for Saving for Invalidity) as compiled by Miss Jessica Peixotto of the University of California.
Supplement No. 7 - Living Expenses for Family of Five Persons - Minimum Costs of Living If Family is to Maintain its Independence, as compiled by Miss Jessica Peixotto of the University of California.
Supplement No. 8 - Earning Statement of the San Francisco-Oakland Terminal Railways as compiled by B. W. Fernald, Auditor.
Supplement No. 9 - Statement of Revenues, Expenses, etc., of the San Francisco-Oakland Terminal Railways (Taking into account Uncharged Depreciation and Depreciation on Overhead Accounts, and Eliminating all interest charged and charges to operating expenses account of abandonment of Old Pier.) as compiled by B. W. Fernald, Auditor.
Supplement No. 10 - Summary of Operating Statistics Traction Division San Francisco-Oakland Terminal Railways 1913-1917 as compiled by B. W. Fernald, Auditor.
Supplement No. 11 - Traffic Statistics Key Division San Francisco-Oakland Terminal Railways 1913-1917 as compiled by B. W. Fernald, Auditor.
Supplement No. 12 - Analysis of Compensation paid Municipal Employees in the City of Oakland.
Supplement No. 13 - Analysis of Compensation paid to Employees in Industries Generally in Oakland, Alameda and Berkeley.
Supplement No. 14 - Status of Conductors, Motormen and Brakemen of the San Francisco-Oakland Terminal Railways as to Age, Compensation and Dependents.

(Original supplements on file with original report in office of Railroad Commission of California, State Building, Civic Center San Francisco, California) (17)

Application No. 2965

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